

WD 05-2367 (Rev.-15) was first posted on [www.wdol.gov](http://www.wdol.gov) on 12/30/2014

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REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2005-2367
Diane C. Koplewski		Revision No.: 15
Director		Date Of Revision: 12/22/2014
Division of		
Wage Determinations		

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: New York

Area: New York Counties of Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Warren, Washington

\*\*\*\*\*Fringe Benefits Required Follow the Occupational Listing\*\*\*\*\*

OCCUPATION CODE - TITLE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
13.81	
01012 - Accounting Clerk II	
15.49	
01013 - Accounting Clerk III	
17.36	
01020 - Administrative Assistant	
19.63	
01040 - Court Reporter	
24.28	
01051 - Data Entry Operator I	
12.77	
01052 - Data Entry Operator II	
14.43	
01060 - Dispatcher, Motor Vehicle	
17.06	
01070 - Document Preparation Clerk	
13.37	

01090 - Duplicating Machine Operator  
13.37  
01111 - General Clerk I  
12.34  
01112 - General Clerk II  
13.47  
01113 - General Clerk III  
15.11  
01120 - Housing Referral Assistant  
17.42  
01141 - Messenger Courier  
11.76  
01191 - Order Clerk I  
13.32  
01192 - Order Clerk II  
14.54  
01261 - Personnel Assistant (Employment) I  
14.63  
01262 - Personnel Assistant (Employment) II  
16.36  
01263 - Personnel Assistant (Employment) III  
18.24  
01270 - Production Control Clerk  
21.51  
01280 - Receptionist  
11.76  
01290 - Rental Clerk  
13.56  
01300 - Scheduler, Maintenance  
14.73  
01311 - Secretary I  
14.73  
01312 - Secretary II  
16.48  
01313 - Secretary III  
18.38  
01320 - Service Order Dispatcher  
15.81  
01410 - Supply Technician  
19.62  
01420 - Survey Worker  
15.79  
01531 - Travel Clerk I  
11.42  
01532 - Travel Clerk II  
12.32  
01533 - Travel Clerk III  
13.23  
01611 - Word Processor I  
13.26  
01612 - Word Processor II  
14.90  
01613 - Word Processor III  
16.66  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
18.34

05010 - Automotive Electrician  
17.60  
05040 - Automotive Glass Installer  
16.87  
05070 - Automotive Worker  
16.87  
05110 - Mobile Equipment Servicer  
15.41  
05130 - Motor Equipment Metal Mechanic  
18.34  
05160 - Motor Equipment Metal Worker  
16.87  
05190 - Motor Vehicle Mechanic  
19.75  
05220 - Motor Vehicle Mechanic Helper  
14.49  
05250 - Motor Vehicle Upholstery Worker  
16.14  
05280 - Motor Vehicle Wrecker  
16.87  
05310 - Painter, Automotive  
18.03  
05340 - Radiator Repair Specialist  
16.87  
05370 - Tire Repairer  
14.61  
05400 - Transmission Repair Specialist  
18.34  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
13.73  
07041 - Cook I  
12.80  
07042 - Cook II  
14.06  
07070 - Dishwasher  
8.57  
07130 - Food Service Worker  
9.61  
07210 - Meat Cutter  
15.19  
07260 - Waiter/Waitress  
9.24  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
19.76  
09040 - Furniture Handler  
13.47  
09080 - Furniture Refinisher  
19.76  
09090 - Furniture Refinisher Helper  
16.01  
09110 - Furniture Repairer, Minor  
18.19  
09130 - Upholsterer  
19.11  
11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles  
11.11  
11060 - Elevator Operator  
11.11  
11090 - Gardener  
15.33  
11122 - Housekeeping Aide  
12.07  
11150 - Janitor  
12.07  
11210 - Laborer, Grounds Maintenance  
11.82  
11240 - Maid or Houseman  
9.68  
11260 - Pruner  
11.40  
11270 - Tractor Operator  
14.25  
11330 - Trail Maintenance Worker  
11.82  
11360 - Window Cleaner  
12.75  
12000 - Health Occupations  
12010 - Ambulance Driver  
15.26  
12011 - Breath Alcohol Technician  
17.63  
12012 - Certified Occupational Therapist Assistant  
18.98  
12015 - Certified Physical Therapist Assistant  
22.24  
12020 - Dental Assistant  
16.16  
12025 - Dental Hygienist  
29.79  
12030 - EKG Technician  
21.84  
12035 - Electroneurodiagnostic Technologist  
22.67  
12040 - Emergency Medical Technician  
15.26  
12071 - Licensed Practical Nurse I  
15.76  
12072 - Licensed Practical Nurse II  
17.63  
12073 - Licensed Practical Nurse III  
19.66  
12100 - Medical Assistant  
13.68  
12130 - Medical Laboratory Technician  
17.65  
12160 - Medical Record Clerk  
13.68  
12190 - Medical Record Technician  
16.38  
12195 - Medical Transcriptionist  
16.19

12210 - Nuclear Medicine Technologist  
33.64  
12221 - Nursing Assistant I  
10.61  
12222 - Nursing Assistant II  
11.93  
12223 - Nursing Assistant III  
13.02  
12224 - Nursing Assistant IV  
14.61  
12235 - Optical Dispenser  
18.79  
12236 - Optical Technician  
17.61  
12250 - Pharmacy Technician  
13.86  
12280 - Phlebotomist  
14.61  
12305 - Radiologic Technologist  
25.48  
12311 - Registered Nurse I  
22.63  
12312 - Registered Nurse II  
27.69  
12313 - Registered Nurse II, Specialist  
27.69  
12314 - Registered Nurse III  
33.50  
12315 - Registered Nurse III, Anesthetist  
33.50  
12316 - Registered Nurse IV  
40.15  
12317 - Scheduler (Drug and Alcohol Testing)  
21.85  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
20.39  
13012 - Exhibits Specialist II  
25.27  
13013 - Exhibits Specialist III  
30.91  
13041 - Illustrator I  
21.59  
13042 - Illustrator II  
26.76  
13043 - Illustrator III  
33.49  
13047 - Librarian  
29.12  
13050 - Library Aide/Clerk  
12.75  
13054 - Library Information Technology Systems  
23.85  
Administrator  
13058 - Library Technician  
15.27

13061 - Media Specialist I  
 17.67  
 13062 - Media Specialist II  
 19.76  
 13063 - Media Specialist III  
 22.03  
 13071 - Photographer I  
 16.02  
 13072 - Photographer II  
 20.38  
 13073 - Photographer III  
 25.24  
 13074 - Photographer IV  
 31.60  
 13075 - Photographer V  
 36.65  
 13110 - Video Teleconference Technician  
 20.61  
 14000 - Information Technology Occupations  
 14041 - Computer Operator I  
 15.64  
 14042 - Computer Operator II  
 17.49  
 14043 - Computer Operator III  
 20.68  
 14044 - Computer Operator IV  
 22.89  
 14045 - Computer Operator V  
 25.40  
 14071 - Computer Programmer I  
 19.79  
 14072 - Computer Programmer II  
 24.29  
 14073 - Computer Programmer III (see 1)  
 14074 - Computer Programmer IV (see 1)  
 14101 - Computer Systems Analyst I (see 1)  
 14102 - Computer Systems Analyst II (see 1)  
 14103 - Computer Systems Analyst III (see 1)  
 14150 - Peripheral Equipment Operator  
 15.64  
 14160 - Personal Computer Support Technician  
 22.89  
 15000 - Instructional Occupations  
 15010 - Aircrew Training Devices Instructor (Non-Rated)  
 30.50  
 15020 - Aircrew Training Devices Instructor (Rated)  
 33.57  
 15030 - Air Crew Training Devices Instructor (Pilot)  
 39.22  
 15050 - Computer Based Training Specialist / Instructor  
 28.63  
 15060 - Educational Technologist  
 26.69  
 15070 - Flight Instructor (Pilot)  
 39.22  
 15080 - Graphic Artist  
 21.56

15090 - Technical Instructor  
19.93  
15095 - Technical Instructor/Course Developer  
24.38  
15110 - Test Proctor  
16.08  
15120 - Tutor  
16.08  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
8.70  
16030 - Counter Attendant  
8.70  
16040 - Dry Cleaner  
10.09  
16070 - Finisher, Flatwork, Machine  
8.70  
16090 - Presser, Hand  
8.70  
16110 - Presser, Machine, Drycleaning  
8.70  
16130 - Presser, Machine, Shirts  
8.70  
16160 - Presser, Machine, Wearing Apparel, Laundry  
8.70  
16190 - Sewing Machine Operator  
10.69  
16220 - Tailor  
11.29  
16250 - Washer, Machine  
9.12  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
18.48  
19040 - Tool And Die Maker  
22.69  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
16.64  
21030 - Material Coordinator  
20.72  
21040 - Material Expediter  
20.72  
21050 - Material Handling Laborer  
14.63  
21071 - Order Filler  
13.63  
21080 - Production Line Worker (Food Processing)  
16.84  
21110 - Shipping Packer  
14.27  
21130 - Shipping/Receiving Clerk  
14.27  
21140 - Store Worker I  
11.88  
21150 - Stock Clerk  
16.52

21210 - Tools And Parts Attendant  
16.64  
21410 - Warehouse Specialist  
16.64  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
27.23  
23021 - Aircraft Mechanic I  
26.30  
23022 - Aircraft Mechanic II  
27.23  
23023 - Aircraft Mechanic III  
28.26  
23040 - Aircraft Mechanic Helper  
20.47  
23050 - Aircraft, Painter  
25.05  
23060 - Aircraft Servicer  
23.28  
23080 - Aircraft Worker  
24.27  
23110 - Appliance Mechanic  
19.76  
23120 - Bicycle Repairer  
15.21  
23125 - Cable Splicer  
30.33  
23130 - Carpenter, Maintenance  
19.42  
23140 - Carpet Layer  
21.35  
23160 - Electrician, Maintenance  
23.15  
23181 - Electronics Technician Maintenance I  
21.20  
23182 - Electronics Technician Maintenance II  
22.57  
23183 - Electronics Technician Maintenance III  
23.77  
23260 - Fabric Worker  
20.12  
23290 - Fire Alarm System Mechanic  
21.14  
23310 - Fire Extinguisher Repairer  
18.66  
23311 - Fuel Distribution System Mechanic  
27.70  
23312 - Fuel Distribution System Operator  
23.63  
23370 - General Maintenance Worker  
17.24  
23380 - Ground Support Equipment Mechanic  
26.30  
23381 - Ground Support Equipment Servicer  
23.28  
23382 - Ground Support Equipment Worker  
24.27

23391 - Gunsmith I  
18.33  
23392 - Gunsmith II  
21.35  
23393 - Gunsmith III  
23.94  
23410 - Heating, Ventilation And Air-Conditioning  
18.89  
Mechanic  
23411 - Heating, Ventilation And Air Contditioning  
19.55  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
20.53  
23440 - Heavy Equipment Operator  
22.51  
23460 - Instrument Mechanic  
28.61  
23465 - Laboratory/Shelter Mechanic  
22.73  
23470 - Laborer  
12.18  
23510 - Locksmith  
19.98  
23530 - Machinery Maintenance Mechanic  
24.92  
23550 - Machinist, Maintenance  
20.44  
23580 - Maintenance Trades Helper  
15.64  
23591 - Metrology Technician I  
28.61  
23592 - Metrology Technician II  
29.61  
23593 - Metrology Technician III  
30.75  
23640 - Millwright  
26.51  
23710 - Office Appliance Repairer  
20.69  
23760 - Painter, Maintenance  
19.76  
23790 - Pipefitter, Maintenance  
25.17  
23810 - Plumber, Maintenance  
21.19  
23820 - Pneudraulic Systems Mechanic  
23.94  
23850 - Rigger  
23.94  
23870 - Scale Mechanic  
21.35  
23890 - Sheet-Metal Worker, Maintenance  
23.75  
23910 - Small Engine Mechanic  
17.24

23931 - Telecommunications Mechanic I  
29.59  
23932 - Telecommunications Mechanic II  
30.64  
23950 - Telephone Lineman  
29.59  
23960 - Welder, Combination, Maintenance  
20.57  
23965 - Well Driller  
21.16  
23970 - Woodcraft Worker  
23.94  
23980 - Woodworker  
17.31  
24000 - Personal Needs Occupations  
24570 - Child Care Attendant  
10.09  
24580 - Child Care Center Clerk  
12.58  
24610 - Chore Aide  
10.56  
24620 - Family Readiness And Support Services  
14.29  
Coordinator  
24630 - Homemaker  
15.05  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
24.11  
25040 - Sewage Plant Operator  
19.64  
25070 - Stationary Engineer  
24.11  
25190 - Ventilation Equipment Tender  
16.73  
25210 - Water Treatment Plant Operator  
19.64  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
17.85  
27007 - Baggage Inspector  
12.63  
27008 - Corrections Officer  
23.40  
27010 - Court Security Officer  
22.02  
27030 - Detection Dog Handler  
18.45  
27040 - Detention Officer  
23.40  
27070 - Firefighter  
21.69  
27101 - Guard I  
12.63  
27102 - Guard II  
16.99

27131 - Police Officer I  
23.40  
27132 - Police Officer II  
26.00  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
11.82  
28042 - Carnival Equipment Repairer  
12.80  
28043 - Carnival Equipment Worker  
8.92  
28210 - Gate Attendant/Gate Tender  
13.69  
28310 - Lifeguard  
11.01  
28350 - Park Attendant (Aide)  
15.66  
28510 - Recreation Aide/Health Facility Attendant  
11.35  
28515 - Recreation Specialist  
14.29  
28630 - Sports Official  
12.47  
28690 - Swimming Pool Operator  
16.24  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
22.09  
29020 - Hatch Tender  
22.09  
29030 - Line Handler  
22.09  
29041 - Stevedore I  
21.85  
29042 - Stevedore II  
24.04  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
35.77  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
24.66  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
27.15  
30021 - Archeological Technician I  
15.74  
30022 - Archeological Technician II  
17.61  
30023 - Archeological Technician III  
21.81  
30030 - Cartographic Technician  
21.81  
30040 - Civil Engineering Technician  
23.09  
30061 - Drafter/CAD Operator I  
15.74  
30062 - Drafter/CAD Operator II  
17.61

30063 - Drafter/CAD Operator III  
 19.65  
 30064 - Drafter/CAD Operator IV  
 24.17  
 30081 - Engineering Technician I  
 15.61  
 30082 - Engineering Technician II  
 17.52  
 30083 - Engineering Technician III  
 19.60  
 30084 - Engineering Technician IV  
 24.29  
 30085 - Engineering Technician V  
 29.71  
 30086 - Engineering Technician VI  
 35.94  
 30090 - Environmental Technician  
 20.92  
 30210 - Laboratory Technician  
 20.77  
 30240 - Mathematical Technician  
 21.81  
 30361 - Paralegal/Legal Assistant I  
 16.72  
 30362 - Paralegal/Legal Assistant II  
 19.83  
 30363 - Paralegal/Legal Assistant III  
 23.43  
 30364 - Paralegal/Legal Assistant IV  
 29.35  
 30390 - Photo-Optics Technician  
 21.81  
 30461 - Technical Writer I  
 21.46  
 30462 - Technical Writer II  
 26.24  
 30463 - Technical Writer III  
 30.21  
 30491 - Unexploded Ordnance (UXO) Technician I  
 22.74  
 30492 - Unexploded Ordnance (UXO) Technician II  
 27.51  
 30493 - Unexploded Ordnance (UXO) Technician III  
 32.97  
 30494 - Unexploded (UXO) Safety Escort  
 22.74  
 30495 - Unexploded (UXO) Sweep Personnel  
 22.74  
 30620 - Weather Observer, Combined Upper Air Or (see 2)  
 19.65  
 Surface Programs  
 30621 - Weather Observer, Senior (see 2)  
 21.81  
 31000 - Transportation/Mobile Equipment Operation Occupations  
 31020 - Bus Aide  
 13.56

31030 - Bus Driver  
18.39  
31043 - Driver Courier  
13.87  
31260 - Parking and Lot Attendant  
10.86  
31290 - Shuttle Bus Driver  
13.65  
31310 - Taxi Driver  
11.52  
31361 - Truckdriver, Light  
13.65  
31362 - Truckdriver, Medium  
15.55  
31363 - Truckdriver, Heavy  
19.04  
31364 - Truckdriver, Tractor-Trailer  
19.04  
99000 - Miscellaneous Occupations  
99030 - Cashier  
8.94  
99050 - Desk Clerk  
10.66  
99095 - Embalmer  
23.67  
99251 - Laboratory Animal Caretaker I  
12.00  
99252 - Laboratory Animal Caretaker II  
13.04  
99310 - Mortician  
31.14  
99410 - Pest Controller  
16.25  
99510 - Photofinishing Worker  
13.41  
99710 - Recycling Laborer  
16.50  
99711 - Recycling Specialist  
19.47  
99730 - Refuse Collector  
14.79  
99810 - Sales Clerk  
12.24  
99820 - School Crossing Guard  
10.89  
99830 - Survey Party Chief  
21.63  
99831 - Surveying Aide  
12.89  
99832 - Surveying Technician  
19.67  
99840 - Vending Machine Attendant  
13.40  
99841 - Vending Machine Repairer  
15.96  
99842 - Vending Machine Repairer Helper  
13.40

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds

\$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

## 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:

If you

work at night as part of a regular tour of duty, you will earn a night differential

and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees

employed in a position that represents a high degree of hazard when working with or

in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE  
{Standard Form  
1444 (SF 1444)}

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.